



**PEACE OFFICER STANDARDS AND TRAINING (POST)  
HEARING REQUIREMENTS WAIVER  
FELONY PROBATION AND PAROLE OFFICER**

***This form MUST be filled out and signed by an Audiologist or Ear, Nose and Throat Physician. The original form must be sent to POST. No copies or faxes will be accepted.***

Waiver of the POST minimum hearing requirement is requested for \_\_\_\_\_ of the  
\_\_\_\_\_  
Agency

The requirements for **Auditory Acuity** are set by the POST Council and are based upon the Idaho Felony Probation and Parole Officer Job Analysis Study.

The Idaho “Felony Probation and Parole Officer Job Analysis Study” describes the need for **Auditory Acuity** as follows:

It has been clearly proven that normal hearing is needed to adequately perform the job functions of a Felony Probation and Parole Officer. It is necessary to hear normal conversation, to hear whispering and to hear direction of sound to safely and adequately serve as a Felony Probation and Parole Officer. The central job functions that show a clear need for adequate hearing are as follows:

**Acting alone, this applicant must be able to:**

Apply use of force continuum	Search offenders, patdown/strip
Arrest offenders	Search residences
Conduct home contacts	Serve as duty officer
Drive in hazardous conditions	Train new Felony Probation and Parole Officers
Identify methamphetamine labs	Transport offenders
Investigate Requests for Investigation from other states, parole plans	Use deadly force
Monitor offender behavior	Use defense tactics
Observe offender behavior	Use handcuff/waist chains/leg restraints
Obtain urine analysis	Use OC (pepper oil) spray
Practice officer/public safety	Use police radio
Provide for offender safety	Use verbal commands
Qualify with firearm	

Normal hearing for Felony Probation and Parole Officers is justified by the data in this report. There is no justification for extraordinary hearing abilities. The expert panel of officers agreed in this report that it is necessary to hear normal conversation, to hear whispering and to hear direction of sound to safely and adequately serve as a Felony Probation and Parole Officer.

- **Hear normal conversation** (Normal conversation is typically at 60 dB [loudness] and between 500-2000 Hz.)
- **Hear whispering** (Whispering is typically at 20-30 dB.)
- **Hear direction of sound** (Binaural [two eared] hearing is needed for localization of direction and distance.)

The list below explains hearing ranges, from normal to profound loss: (Hearing loss is measured in decibels [dB] or loudness/pressure of sound):

- Normal hearing (-10 to +15 dB hearing loss [HL]). With normal hearing, one can hear frequencies from 0-140 dB. A dB loss of 0-25 is not considered a problem, even with faint speech. Material hearing impairment is defined as an average loss that exceeds 25 decibels in the frequencies 1000, 2000, and 3,000 Hz in either ear.
- Slight/minimal hearing loss (16-25 dB HL) Difficulty with faint or distant speech. Difficulty in noise. Difficulty hearing subtle conversational cues and whispering.

- 0-25 decibels (dB) is the range of loudness for officers justified in this report.
- Whispering is typically at 20-30 dB. Pain is typically experienced at about 120 dB.
- Normal conversation is typically at 60 dB and between 500-2000 Hz. Young people normally hear between 20 Hz (low-base) and 20,000 Hz (high shrill).
- Hertz (Hz) refers to high to low pitch or the number of times per second a sound wave repeats itself.

- Mild hearing loss (26-30 dB HL) will miss consonants. At 30dB can miss 25-40% of speech signal. Degree of difficulty depends on noise level, distance from speaker and configuration of the hearing loss. Will benefit from hearing aids.
- Moderate hearing loss (31-50 dB HL) Can understand face-to-face conversation at a distance of 3-5 feet if structure and vocabulary is controlled. May miss 50-75% of a spoken message is the pure tone average is 40 dB. Will benefit from hearing aid.
- Moderate to severe hearing loss (51-70 dB HL) May miss most of or the entire message even if talking face-to-face. Will have great difficulty conversing in a group. Will benefit from hearing aid.
- Severe hearing loss (71-90 dB HL) May not even hear voices, unless speech is very loud. Without amplification, the individual will not recognize any speech through listening alone.
- Profound hearing loss (91 dB HL or greater) May not be able to detect the presence of even loud sound without amplification. May perceive vibratory aspects of sound. Will rely on vision communication.

**Material hearing impairment** is defined as an average loss that exceeds 25 decibels in the frequencies 1000, 2000, and 3000 Hz in either ear. Binaural (two-eared) hearing ability is necessary for communication with speech in noisy settings and for sound localization and recognition of sound. (OSHA revised March 31, 2000.)

**If an applicant cannot meet the above standard or if hearing aids are needed** to meet a normal hearing standard, and the employer elects to seek a waiver, the employer may reasonably require the applicant to obtain a hearing assessment by a licensed otolaryngologist (ear and throat doctor) or audiologist to establish the current hearing aid requirement; and, achieve a Speech Reception Threshold that does not exceed 25 decibels for each ear; and, achieve a Speech Discrimination Test score of no less than 90% using a standard 50-word, fixed-intensity presentation at 60 dB Hearing Threshold Level (normal conversation level).

**Hearing aids can substantially improve hearing in quiet environments**, but they do not consistently yield full benefits for job functions performed in noisy surroundings, especially for people with high-frequency loss. Hearing aids may do little to improve hearing loss due to nerve deafness (problems with the receptors of the inner ear, which normally are caused by overexposure to sound and the aging process). Hearing aids can amplify the vibrations (amplitude) lost by problems with the structures of the middle ear, called conduction deafness.

The above named applicant has chosen a career as a Felony Probation and Parole Officer. A "Pure Tone Threshold Test" is required prior to acceptance into training.

**HEARING STANDARD FOR FELONY PROBATION AND PAROLE OFFICERS**

**Applicant must have unaided hearing between zero (0) and twenty-five (25) decibels for each ear at the frequencies of 1000 Hz AND 2000 Hz and 3000 Hz.**

Frequency:	1,000Hz	2,000Hz	3,000Hz	HEARING AID USED?  _____NO _____YES
Right Ear	_____dB	_____dB	_____dB	
Left Ear	_____dB	_____dB	_____dB	

Based upon the Idaho Felony Probation and Parole Officer Job Task Analysis Study an officer must meet the following minimum requirements:

**Initial appropriate box:**

Hearing Requirement	Meets Minimum	Does Not Meet Minimum
Ability to hear normal speech.		
Ability to hear whispering.		
Binaural hearing		
Capable of hearing sound sources, direction, localization and distance		

The applicant must be free from any impediments of the sense of hearing, chronic or organic diseases and organic or functional conditions which may tend to impair efficient performance of duty or which might endanger the lives of others or the life of the officer. **Note any abnormality:**

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**AUDIOLOGIST OR ENT PHYSICIAN STATEMENT AFTER EXAMINATION:**

Please initial the appropriate area:

\_\_\_\_\_ I have examined the above applicant and it is my opinion that the applicant **MEETS** the minimum hearing standard for a Felony Probation and Parole Officer as outlined above.

\_\_\_\_\_ I have examined the above applicant and it is my opinion that the applicant **DOES NOT MEET** the minimum hearing standard for the following reasons:

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In order for POST to consider a waiver for these requirements, we need the following section filled out recommending that a waiver be considered and that it is your medical opinion that the officer's hearing deficiency and inability to meet minimum POST hearing standard will not affect his/her ability to fully perform the job tasks of a Felony Probation and Parole Officer in the State of Idaho.

### REQUEST FOR WAIVER OF MINIMUM HEARING REQUIREMENTS

Upon examination of (Officer) \_\_\_\_\_ and with full knowledge of the duties of a Felony Probation and Parole Officer, I feel the applicant's condition would not jeopardize or impair his/her ability to perform the duties of a Felony Probation and Parole Officer, and I recommend to the Idaho Peace Officer Standards and Training Council that a waiver for the POST minimum hearing standard be considered.

**Signature of Audiologist or ENT Physician** \_\_\_\_\_ **Date** \_\_\_\_\_  
(must be an original signature. No stamped signatures will be accepted.)

**Printed name of Audiologist or ENT Physician** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

**Phone number:** (\_\_\_\_) \_\_\_\_\_

### AGENCY HEAD RECOMMENDATION

I am requesting this waiver of the POST minimum hearing standard be considered by the POST Council.

**Signature of Agency Head** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Printed name of Agency Head** \_\_\_\_\_

**PLEASE COMPLETE ALL ITEMS – INCOMPLETE FORMS WILL NOT BE ACCEPTED.**